



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS  
579 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012  
(213) 974-2406 FAX (213) 621-0387

BRANCH OFFICE  
3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010  
(213) 738-2222 FAX (213) 637-0820

**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

March 17, 2006

To: Each Supervisor

From: Michael J. Henry  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of March 16, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 429 employees at KDMC. Of this number, 220 actions have resulted in discharges or resignations. A total of 51 disciplinary actions have been taken against physicians and 36 physicians have been discharged or resigned.

Since our last report, we have closed four cases and have opened eight additional cases. As a result, our open caseload is currently 61 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians and two involve nurses. Both nursing cases relate to alleged substandard attendance.

### **RECRUITMENTS**

One Senior Student Worker, Nursing was promoted to Interim Permittee in the Medical/Surgical Unit. In addition, seven new hires are scheduled to start in Nursing on Monday, March 20, 2006. The new hires include: three Staff Nurses (one for Labor & Delivery, one for the ICU and one for the Post-Anesthesia Care Unit); one Relief Nurse for the Emergency Room; one Interim Permittee for the ICU; and two LVN II's for the Department of Psychiatry.

*To Enrich Lives Through Effective and Caring Service*

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KDMC Nurse Recruiters will visit the Cerritos College Registered Nursing Program on March 30, 2006. KDMC's college outreach strategy provides an ongoing pipeline of candidates to fill Student Worker, Nursing and Senior Student Worker, Nursing positions while the students are enrolled in nursing programs. After graduation, the students are eligible for employment opportunities as Interim Permittees or Staff Nurses.

If you have any questions, please call me.

MJH:STS  
SBH:amb

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Joanne Sturges  
John R. Cochran III  
Antionette Smith Epps

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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

**Period: 01/26/04 - 03/16/06**

**Dated: 3/16/2006**

Closed Cases -	793
Open Cases -	61
Referred Cases -	11
<b>Grand Total =</b>	<b>865</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	3	29	0	29	71
Discharges of Probationers	0	5	7	1	9	22
Suspensions (6 - 30 Days)	4	11	45	4	35	99
Suspensions (1 - 5 Days)	9	7	22	1	16	55
Reprimands	7	2	22	2	14	47
Warnings	0	1	1	3	3	8
<b>Resignations in Lieu of Administrative Action</b>	19	9	31	6	10	75
<b>Release of Temporary Employee</b>	11	1	32	0	7	51
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>60</b>	<b>39</b>	<b>189</b>	<b>17</b>	<b>124</b>	<b>429</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	9	38	43	29	142
<b>Total Actions Taken</b>	<b>83</b>	<b>48</b>	<b>227</b>	<b>60</b>	<b>153</b>	<b>571</b>

- <sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners  
<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.  
<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant  
<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 03/16/06

Dated: 3/16/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	2	0	9
Reprimands	5	2	0	7
Warnings	0	0	0	0
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	11	0	0	11
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	51	8	1	60

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total Actions Taken</b>	72	9	2	83